

Civilian Review Board (CRB) Subcommittee Meeting Minutes

Date: 3/1/2022

Time: 5:30 - 7 PM

Attendees:

- **Task Force Members:** Danise Habun, Ismael Cordova, Kevin Zaldivar, Tish Powell, LeJewel Crigler, Corey Battles, Charles Horton
- **Police Department:** Chief Ana Lalley
- **Kearns and West:** Larry Schooler, Bushra Bangee

Zoom:

Meeting Objectives:

- Review discussion from previous meetings
- Discuss roles and responsibilities of civilian review board
- Develop consensus recommendations

Discussion Agreements:

- Speak for yourself about what has heart and meaning
- Honor the agenda or modify by agreement
- Learn from and understand each other's perspective
- Be respectful, candid, and constructive
- Provide balance of speaking time
- Test assumptions by asking questions
- Explore innovative solutions based upon common interests
- Strive to resolve differences and seek common ground
- Discuss topics together rather than in isolation
- Limit side conversations and actively participate

Time (CT)	Topic	Notes:
	Call to Order, Role Call, and Agenda Review	Meeting Start: 5:32 PM
5:50 PM	Subcommittee reviewed the proposed recommendations for the task force from the Civilian Review Board (CRB).	Recommendations 1. The CRB will be comprised of nine members. 2. Open Meetings Act 3. Participation of Community Events to provide public education 4. Overall orientation of EPD <ul style="list-style-type: none">- Policies and Procedures- Use of Force policies- Firearms simulator training- Two-hour Ride Along 5. Other training as required with some ongoing. 6. Training from outside agencies.

		<p>A task force member stated that they made a motion to establish a nine member board and that was agreed upon by the subcommittee.</p> <p>Another task force member questioned why there is a need for the participation in community events as well as the two-hour ride along.</p> <p>A different task force member responded saying that upon review of other Civilian Review Boards they identified the requirement for CRBs to engage with the local community as a form of publicity and providing a linkage between the community and the CRB. Other CRB's found this to be a helpful component as it provided outreach and more authentic service.</p> <p>Another task force member pushed back against including participation in community events and instead recommended alternative training. They recommended training that lead to creating a neutral and open lens is beneficial. The task force continued to talk about how the Elgin Police Department does not want to get rid of qualified immunity.</p> <p>Chief Lalley explained what Qualified Immunity is for context for the subcommittee.</p> <p>Task force members discussed how everything that is done in the subcommittee needs to be looked through the lens of equity and diversity, therefore asked to understand the policy and procedures of the Elgin Police Department better.</p> <p>Task force members expressed that they felt the subcommittee had already had the conversation and spent much time discussing the trainings and two-hour ride along. They stated that they did not receive the two-hour hour ride along which needs a vote. They offered to remain focused on which trainings should be done prior and which should be done after the CRB had been appointed.</p> <p>The subcommittee lead expressed that the subcommittee is trying to come to a consensus for what they want to show for Thursday evening's full</p>
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		<p>task force meeting. Establishing a CRB is a big thing being done in Elgin so they want to make sure they are representing all residents in Elgin fairly and putting in place things that will be helpful to everybody. In order to ensure that the CRB is not political the subcommittee needs to function bottom up and not top down.</p>
	<p>Subcommittee voting on trainings</p>	<p style="text-align: center;">Subcommittee Votes</p> <p>Vote: Open Meetings Act Training Yes: 6 No: 2 Abstain: 0</p> <p>Vote: Opens Meeting Act training before they are seated Yes: 5 No: 1 Abstain: 0</p> <p>Vote: Policies and Procedures Training Yes: 4 No: 2 Abstain: 0</p> <p>Vote: Policies and Procedures training before service Yes: 2 No: 2 Abstain: 2</p> <p>Vote: Policies and Procedures training before service Yes: 2 No: 2 Abstain: 2</p> <p>Vote: Use of Force Policy Training Yes: 5 No: 1 Abstain: 0</p> <p>Vote: Use of Force Policy training before service Yes: 1 No: 5 Abstain: 0</p>

		<p>Vote: Use of Force Policy training after service Yes: 3 No: 1 Abstain: 2</p> <p>Vote: Firearms Simulator training Yes: 1 No: 4 Abstain: 1</p> <p>Vote: two-Hour Ride Along training Yes: 2 No: 2 Abstain: 2</p> <p>Task force members recommended making the two- hour ride along and firearms training both optional.</p> <p>Vote: Diversity and Equity training Yes: 6 No: 0 Abstain: 0</p> <p>Vote: Diversity and Equity training before appointment Yes: 3 No: 0 Abstain: 0</p> <p>Vote: Diversity and Equity training after appointment Yes: 3 No: 0 Abstain: 0</p> <p>A task force member stated that the process was a good example of the democratic process.</p> <p>Another task force member stated that if needed they go back to the taskforce and say that they voted no on a particular vote. Voicing their opinions in the larger task force is important because that is where our decisions matter most.</p>
	<p>Subcommittee voting on Selection and Appointment</p>	<p>Selection and Appointment Votes</p>

Vote: Three year staggered term limits for the CRB as initial terms vary.

**Yes: 1
No: 5
Abstain: 0**

Vote: Two year staggered term limits for the CRB as initial terms vary.

**Yes: 4
No: 1
Abstain: 1**

A task force member moved to make a recommendation for five members appointed for three year terms and four members appointed for two year terms.

Another task force member affirmed by stating that they think the point was to have a group of civilians to look over the applicants and submit their preferences to the Mayor and City Council.

A subcommittee member expressed the concern that the typical term length is about 4 years, but whenever a new board is started they do not want to start everyone at the same term length. It is best to stagger term length so everyone does not expire at the same time.

A different committee member stated that they want the CRB to remain under the control of civilians. They are going to have a task at hand to have African Americans and Latino residents join this board. Does not want the members of this board to continue to serve on this board and then make it a culture.

Vote: Staggered Board Terms (9 member board, 5 for 3 years and 4 for 2 year terms, then consistent terms after)

**Yes: 5
No: 0
Abstain: 1**

A task force member expressed concern that appointments may only occur by the Mayor and City Council.

	<p>Subcommittee voting on Complaint Review Procedure</p>	<p align="center">Complaint Review Procedure Vote</p> <p>Vote: CRB has the ability to subpoena witnesses Yes: 5 No: 1 Abstain: 0</p> <p>Chief Lalley explained that knowing how the legal process works is important if subpoena powers are given to the CRB. If the CRB is given subpoena powers that may conflict with internal investigations as well as may not be legal if the witness does not wish to come forward.</p> <p>A task force member responded stating that having the power to subpoena people would enrich the power and process the CRB would have. If they need to negotiate and have conversations with legal people then that is what should be the next step.</p> <p>Another task force member asked to disclose the need to follow-up with legal to the taskforce.</p> <p>Vote: Support of the Civilian Review Board working with the Chief to determine disciplinary action. Yes: 3 No: 0 Abstain: 3</p> <p>Vote: The CRB will make their findings public Yes: No: Abstain:</p> <p>Vote: No less than 5 members of the CRB be of African American (or Black) descent. Yes: 5 No: 0 Abstain: 1</p> <p>Task force members discussed the vote and the language of the recommendation in depth. Some task force members stated there needed to be at least five members of the CRB be Black/African American. Another task force member asked for a</p>
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		<p>distinction between Black and African American, but was met with opposition from task force members who stated that there was no significant difference in the terminology. The recommendation was changed to “at least five members of the CRB will be of Black/African American descent.</p> <p>Vote: No single area should be disproportionately represented. No more than five appointees should come from either the West or East side of the Fox River.</p> <p>Yes: 5 No: 0 Abstain: 1</p> <p>Task force members, Corey Battles and Danise Habun, were appointed to present these recommendations to the taskforce.</p>
	<p>Wrap up & Next Steps</p>	<p>Meeting ended: 6:54 PM</p>